

## **WHNS - EEO Public File Report**

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, WHNS submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080c(6), is filed on the WHNS website and in the WHNS Public File and consists of three (3) parts as follows:

1. A form for each job vacancy filled by the station from August 1, 2008 to July 31, 2009 entitled the "**Recruitment Sources Report**" which includes the following information:

- \*A list of all job vacancies filled by the station employment unit during this reporting period, identified by job title.

- \*The Recruitment Sources used to fill those job vacancies, identified by name.

- \*The Recruitment Source referring the hiree for each job vacancy.

2. A second form entitled "Interviewee Records Report" listing the following information:

- \*Each Recruitment Source listed by name, contact name, address and phone number.

- \*The total number of persons interviewed for job vacancies between August 1, 2008 to July 31, 2009.

3. A brief description of Recruitment Initiatives.

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For the period of August 1, 2008 to July 31, 2009, WHNS filed the following job vacancies as defined by the FCC EEO rules.

**Job Vacancies: August 1, 2008 to July 31, 2009**

**Key:**  
 RS/O=Requesting Sources/Organizations that requested and received the job vacancy notice.  
 X= Represents All Recruiting Sources that received the job vacancy notice.  
 HS= Referral Source  
 HS=Recruitment Source that referred Hire.  
 IR/ER=Hire was referred by Industry Referral/Employee Referral.  
 IP = Internal Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.

**Job Vacancies: August 1, 2008, through July 31, 2009**  
**This Report lists all Recruitment Sources and the total number interviewees referred by each Recruitment Source during this reporting period.**

**If contacts change during the reporting period, note date and name changes below.**  
 University of SC - Spartanburg. Contact change from John Montemayor to Cheryl Moore 8/25/08  
 Media Biz Jobs added on 9/8/08. John Stipe added as contact on 9/25/08  
 RNTDA added 9/2/08  
 Greenville County Workforce Development contact changed from Yvonne Davis to Rachael Carlisle 7/18/08

**WHNS Recruitment Initiatives Report**  
**August 1, 2008 through July 31, 2009**

Type of Recruitment Initiatives	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Internship Program	August 1, 2008 - July 31, 2009	6 students participated in the WHNS Internship Program. Interns worked in the News, Creative Services, Graphics, Sales and Administration Departments. These interns performed such duties as system editing/writing news stories, assisting photographers with equipment and lighting, weather graphics, assisting with sales activities, researching log discrepancies and human resources.	Bob Jones University, USC Upstate, Southern Wesleyan University
Code of Business Conduct and Ethics Web-Based employee training program	August 1, 2008 - July 31, 2009	All new department heads, supervisors and employees participate in the Code of Business Conduct and Ethics web-based training program. This program reviews business practices and procedures, including an overview of equal employment opportunity regarding harassment and	Meredith Corporation's EEO & Employee Relations Department
Equal Employment Opportunity Training	August 1, 2008 - July 31, 2009	All new managers participate in Targeted Selection Interview training process. This training includes 6 hours web based training, and covers hiring and promoting the best candidate, legal interview questions, and techniques to comply with state and local laws prohibiting discrimination.	Meredith Corporation's Training Department
Establishment of Training Program	August 1, 2008 - July 31, 2009	Tuition Reimbursement program designed to allow employees to acquire skills to further their careers in broadcasting.	Meredith Corporation's Tuition Reimbursement Program
Equal Employment Opportunity Web-Based training program	August 1, 2008 - July 31, 2009	All new department heads, supervisors and employees participate in the Equal Employment Opportunity web-based training program. This program reviews discrimination and harassment based on race, religion, sex, national origin, color, age, disability, sexual orientation and other protected classes under the law.	Meredith Corporation's EEO & Employee Relations Department
WHNS Web Site	August 1, 2008 - July 31, 2009	WHNS web site instructs organization who wish to receive notification of job openings at WHNS-TV to contact the Personnel Administrator at WHNS-TV. The WHNS-TV address, phone and email address are listed for contact purposes.	<a href="http://www.whns.com">www.whns.com</a>
WHNS TV on-air announcements	August 1, 2008 - July 31, 2009	WHNS on air PSA announcement instructs organizations who wish to receive notification of job openings at WHNS-TV to contact the Business Office/Personnel Administrator at WHNS-TV. The WHNS-TV address, phone number and email address are shown in the PSA s	WHNS - TV
Media Sponsor/ Partner	July 31, 2008 - August 5, 2008	WHNS' sponsorship of the Urban League of the Upstate Job Fair. WHNS produced "Job Tips Series" for interviewee's on how to dress, how to prepare a resume and questions to ask. These spots aired on 7/31/08-8/5/08 leading to the job fair connections on 8/6/08. Information about the job fair was on <a href="http://www.foxcarolina.com">www.foxcarolina.com</a> website from July 31, 2008 - August 5, 2008. The website included links to the Urban League website and more interviewing tips for the job seekers. WHNS aired a total of 47 public service announcements - spots, and also ran news stories on "The Morning News" and "The 10 O'clock News" promoting the Urban League Job Fair.	Greenville Urban League of the Upstate's 2008 Career Connection

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August 1, 2008 through July 31, 2009

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Job Fairs, Career Fairs, Expos	August 6, 2008	WHNS department heads (Guy Hempel/General Manager, Jeff Guilbert/General Sales Manager, Alan DeFlorio/National Sales Manager, Kyann Lewis/News Director, Kelly Boan/Assistant News Director, Gregory Hasser/Executive Morning Producer, Michel Pelletier/Creative Services Director, Eric Clark/IT Administrator, Phyllis Olson/Business Manager and Joan Lovelace/Human Resources) manned the station's booth, and provided information about our station, at the annual career connection/diversity job fair. Managers spoke with job seekers concerning current WHNS' current job vacancies, job requirements and how to apply. We collected approximately 140 resumes resulting in one hire.	Greenville Urban League of the Upstate's 2008 Career Connection
	July 23, 2008 - July 26, 2008	Representatives from Meredith Broadcasting Group's corporate office, along with several news leader's from it's television stations participated in the UNITY Convention career fair. UNITY is a gathering of members from the four main minority broadcasting associations - The National Association of Black Journalists (NABJ), The National Association of Hispanic Journalists (NAHJ), the Asian American Journalist Association (AAJA), and the Native American Journalist Association (NAJA). The purpose of Meredith's participation was to educate attendees about Meredith Corporation, inform them of openings at all Meredith locations, network with potential hires, and provide thoughtful critiques of attendee's work.	UNITY Convention and Career Fair Chicago, IL
Programs sponsored by educational institutions relating to career opportunities in broadcasting	October 3, 2008	Weather Anchor, Kendra Kent, spoke to 90 students at Boiling Springs Intermediate about severe weather safety and answered their questions about weather.	
	October 15, 2008	8 students and 4 adults from Choice Home School toured the WHNS studio.	
	October 23, 2008	19 students and 4 adults from Fountain Inn Christian Academy toured the WHNS studio.	
	October 29, 2008	A student from Anderson County Schools shadowed weather anchor Kendra Kent.	
	November 3, 2008	Weather Anchor, Kendra Kent, spoke to 40 students at Woodmont Middle School about careers in Meteorology and TV as well as severe weather safety.	
	November 8, 2008	Anchor/Reporter, Jeff Moreau, participated in USC Upstate's "Media Day 2008". He gave a presentation to 100 students and answered questions.	
	December 5, 2008	Weather Anchor, Kendra Kent, spoke to 120 students at East End Elementary about weather safety and answered questions.	

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August 1, 2008 through July 31, 2009

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	January 27, 2009	General Manager, Guy Hempel, participated in a meeting in Columbia, SC with the SCBA and group of individuals partnering to improve graduation rates in SC. Mr. Hempel is also a board member on the committee.	
	February 4, 2009	Anchor, Diana Watson led a station tour with a local Cub Scott troop.	
	February 11, 2009	Two students from the Sterling School of Greenville, shadowed anchor, Diana Watson, for several hours to learn more about her career.	
	February 13, 2009	Anchor, Diana Watson, participated in Career Day at Plain Elementary in Simpsonville during which she provided information about her role as Anchor and showed them a recent newscast.	
	February 19, 2009	Photographer, William Martin, provided a tour of the WHNS studio and newsroom to 5 students and 2 teachers from Pickens Middle School.	
	February 20, 2009	Anchor, Diana Watson, participated in Career Day at Mitchell Road Elementary in Greenville and spoke to students about her role.	
	February 26, 2009	Weather Anchor, Kendra Kent, visited Sterling School and spoke with approx. 100 students about how to become a meteorologist and severe weather safety.	
	February 27, 2009	Stephanie Maxwell, News Anchor, was the guest speaker at Black History Month for students at Woodsfields Elementary School in Greenwood, SC.	
	March 4, 2009	Weather Anchor, Kendra Kent gave a weather safety presentation to 80 students at St. Anthony of Padua School and answered questions on weather and severe weather safety.	
	March 7, 2009	Anchor, Diana Watson, read to a group of students at Oakview Elementary's SEEDS program in Simpsonville and did an art project with them.	
	March 19, 2009	35 students from Reidville Elementary School in Spartanburg toured the WHNS station and studio.	
	April 2, 2009	25 students from Berea Middle School toured the WHNS station and studio.	
	April 13, 2009	Stephanie Maxwell, News Anchor, read to students at Jesse Bobo Elementary in Spartanburg for Poetry Monthly Celebrity Readers Day.	
	April 15, 2009	Margaret Burnquist, Weekend Anchor/Reporter attended Career Day at Belton Middle School.	
	April 16, 2009	Weather Anchor, Kendra Kent, met with 20-30 students at WHNS from the Communities in Schools program and talked to them about severe weather safety.	
	April 21, 2009	Students from Riverside HS shadowed anchor, Diana Watson at the station.	
	April 21, 2009	Weather Anchor, Kendra Kent, spoke to students at Mountain View Elementary.	
	April 21, 2009	General Manager, Guy Hempel, participated in a journalism panel at Furman College.	

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	April 24, 2009	Anchor/Reporter, Jeff Moreau, spoke to the Broadcast Journalism class and English class at Carolina HS. He also reviewed newscast footage and critiqued their student newscast. The day also included a Q&A session.	
	April 30, 2009	14 students and 6 adults from Easley Home School toured the WHNS station and studio.	
	May 6, 2009	25 students and 2 adults from Greenwood HS toured the WHNS station and studio.	
	May 7, 2009	A student from Greer HS, shadowed weather anchor, Kendra Kent, to learn more about her role.	
	May 11, 2009	News Director, Kelly Boan, judged senior projects at Greenville Technical Charter HS.	
	May 14, 2009	Anchor, Diana Watson spoke to three classes of students about her role as anchor during Career Day at Hillcrest HS in Simpsonville.	
	May 20, 2009	A student from Greer HS, shadowed weather anchor, Kendra Kent, to learn more about her role.	
Participate in other activities designed to further the goal of disseminating information about opportunities in Broadcasting.	August 9, 2008	Anchor, Stephanie Maxwell participated in the 5th annual Upstate Family Reunion for WJMZ-FM.	
	October 27, 2008	Anchor, Dan Bubany, played in a charity golf tournament for the Speech and Learning Center at Holly Tree golf club.	
	November 9, 2008	Weather Anchor Kendra Kent, and Anchor, Dan Bubany emceed the March of Dimes charity banquet.	
	December 8, 2008	Newstaff were celebrity bell ringers for the Salvation Army at the Haywood Mall. Daina Watson, Dan Bubany, Stephanie Maxwell, Chaundra Luckett, Lidia St. Mark, Margaret Burnquist, Jeff Moreau, Cody Alcorn, Anthony Cox, Kendra, Kent, and Melissa Jones participated.	
	February 7, 2009	Anchor, Dan Bubany, participated in a charity bachelor auction to benefit the South Carolina Jaycees	
	March 4, 2009	Director, Scott Cronin, provided a station tour to 10 members of Newcomers of Seneca and answered their questions.	
	March 7, 2009	Stephanie Maxwell, News Anchor, Emceed the American Heart Association Heart Walk at Duncan Park in Spartanburg.	
	March 9, 2009	General Manager, Guy Hempel, moderated a panel at the Opportunity Greenville session at the Chamber of Commerce	
	March 14, 2009	Anchor, Diana Watson, participated in the "Beach Ball Big Give" sponsored by Beach Ball Foundation, a group which raises money for several children's charities. Watson is also a Board Member for this foundation.	
	April 16, 2009	Members from Lebanon Baptist Church toured the WHNS station and studio.	
	April 29, 2009	News Anchor, Stephanie Maxwell, participated in the MDA "Lock-up" at Thornblade Club to raise money for kids.	

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	May 2, 2009	Anchor, Dan Bubany, volunteered with the First Tee of Greenville.	
	May 7, 2009	Anchor, Diana Watson, emceed the luncheon for the Upstate Chapter of the American Red Cross.	
	May 16, 2009	News Anchor, Stephanie Maxwell, Emceed Upstate Women to Celebrate Life in Style with a Mother-Daughter Fashion Show at Macy's in Haywood Mall.	
	May 19, 2009	Anchor, Diana Watson, participated in a luncheon of board members of the Beach Ball Foundation. The foundation raises money for Communities in Schools, Miracle Hill Ministries Children's Programs and the SC Children's Theater.	
	May 21, 2009	News Anchor Stephanie Maxwell emceed the Urban League of the Upstate's 37th Annual Equal Opportunity Day Dinner. This even honors a corporate citizen, a community volunteer, and a individual committed to education.	
	June 16, 2009	Hosted a tour to 25 boys participating in the Mauldin Police Department Summer Camp.	
	July 10, 2009	Stephanie Maxwell participated as a judge for Greer Idol in downtown Greer during the Greer "Tune on Trade" concern series.	
	July 16, 2009	Hosted a tour to 25 boys participating in the Mauldin Police Department Summer Camp.	